UCSF newsbreak

NEWS FOR THE UCSF CAMPUS COMMUNITY VOL. 13, NO. 22 OCTOBER 30, 1998

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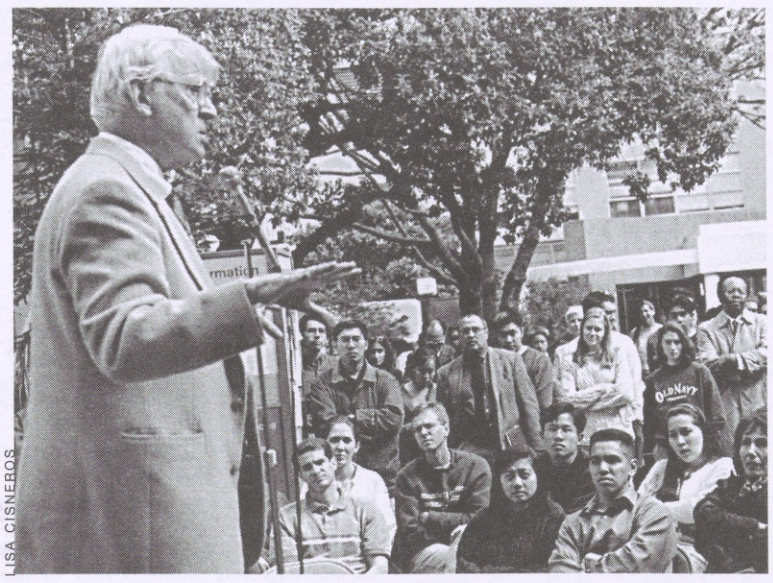


LISA CISNEROS

Former UCSF Chancellor Philip Lee, professor emeritus of social medicine, speaks to about 100 students, faculty and staff at a rally on Oct. 22 to support diversity at UCSF. Lee credited the UCSF black caucus with "providing the energy" that led to the campus becoming "one of the leaders in affirmative action" during his tenure as chancellor and challenged the campus community to "create the kind of energy we need to move us back on track."

In a rally reminiscent of one held three years ago at UCSF, students, faculty and staff gathered in Saunders Court on Oct. 22 to defend affirmative action.

Second-year medical student Amy Lu, who protested against the UC Regents' decision in 1995 to ban the use of race and ethnicity in admissions, hiring and contracting at UC Berkeley, last week was among those at UCSF to lead the charge to promote diversity.

A coalition of about a dozen student organizations planned the rally to coincide with similar demonstrations held at other UC campuses last week.

"Our main focus today is to educate and not to alienate people," Lu said. "This is not an issue that just affects a few underrepresented minorities. The health of the entire state depends on it."

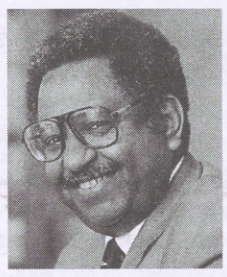
Noting the 43 percent drop in the numbers of African-Americans, Hispanics and Native Americans enrolled in UCSF's medical school since 1995, Dan Lowenstein, professor of neurology, agreed.

"We serve a state that is the most diverse in the nation, one in which the traditionally underrepresented minorities will become the largest proportion of the population within two to three decades," he said. "It only makes sense that our ability to care for such a diverse population will be enhanced by having dentists, pharmacists, scientists, nurses and doctors who are all as talented and diverse as possible."

Lowenstein was joined by Philip Lee, former chancellor of UCSF; Michael Adams, director of Affirmative Action/Equal Opportunity & Diversity; and Howard Pinderhughes, assistant professor of Social & Behavioral Sciences, who spoke in support of affirmative action.

Urging students to "get involved and resurrect and defend affirmative action," Pinderhughes said that "social, economic and health inequality has increased. If anything, the need for affirmative action has never been more paramount than in 1998."

Plans to improve work life in progress, Debas says



Debas

When Haile Debas, dean of the UCSF School of Medicine and vice chancellor for medical affairs, spoke at a systemwide symposium on improving the quality of work life last Thursday, a near-capacity crowd listened to an award-winning violinist as part of a new lunchtime classical concert series at UCSF.

The free concert series, held Thursdays in Cole Hall and financed by Debas himself, is one way the University has tried to create a more supportive work environment and to lift the spirits of faculty, staff and students.

Debas was invited to give the keynote address at the UC-wide conference, convened to share ideas on how to improve the work environment and build momentum for future progress. Current research and the best work life practices from higher education and private industry were highlighted at the two-day symposium in Irvine last week.

For its part, the UC Office of the President has improved campus work life by providing benefits to domestic partners, establishing catastrophic leave sharing programs at most, if not all, campuses, and making a renewed commitment to continue to support and improve diversity within the University community, Debas noted.

In his speech titled, "From 'Burn-Out' to 'Buy-In': Changing the Workplace Culture," Debas acknowledged that "the most precious asset of any organization is its human capital – we must keep this foremost in our minds and in our planning.

"At UCSF we have been and are experiencing the impact of two changes of historic proportions. These are the UCSF-Stanford clinical merger and the impending creation of a second campus at Mission Bay. The UCSF-Stanford merger has generated heavy pressures, particularly for our managers and faculty. And, although much needed, the Mission Bay campus will nevertheless result in a forced separation of the basic science community.

(SEE CAMPUS LIFE ON PAGE 6)

New era of AIDS as chronic illness

BY JANET BASU

Lower numbers of babies born with AIDS and growing numbers of HIV-infected children who survive with the disease into adolescence are dramatically changing the nature of treatment of HIV and AIDS for children in the US and other developed countries, says UCSF immunologist Diane Wara.

"AIDS has changed from an acute disease of early infancy to a chronic illness," Wara told pediatricians at the annual meeting of the American Academy of Pediatrics (AAP). "That means that treatment must take into account the psychological and social development of these children as they grow toward young adulthood."

A professor of pediatrics at UCSF and chief of pediatric immunology/rheumatology for Lucile Packard Children's Health Services at UCSF Stanford Health Care, Wara directs the Pediatric Clinical Research Center at UCSF and leads the UCSF Pediatric HIV Program, which combines patient care with research on new therapies and the resulting reconstitution of patients' immune systems.

"The future of AIDS still lies in prevention," Wara says. "That means pediatricians must be advocates for their adolescent patients, to help them think about their sexual choices and to make certain that they understand safe sex if they are sexually active."

Nationwide, the institutions in the Pediatric AIDS Clinical Trials Group (PACTG) have been able to reduce transmission of the HIV virus in utero or during birth in the communities they serve from 26 percent in 1994 to about 5 percent in 1997. In San Francisco, there has been only one case of perinatal transmission of HIV in the past three years. San Francisco's treatment program has not lost a child to AIDS in three years.

Wara co-founded the model for successful perinatal HIV programs in the 1980s. She and colleagues in the department of obstetrics and gynecology at San Francisco General Hospital Medical Center (SFGHMC) developed the Bay Area Perinatal AIDS Center (BAPAC), the nation's first single-site program to care for HIV-positive pregnant women and their families.

(SEE AIDS ON PAGE 7)

CHRIS T. ANDERSON

Prop 1A critical to Mission Bay

Bruce Spaulding, vice chancellor for University Advancement and Planning, briefed faculty, staff and students about progress in the design of UCSF's biomedical research campus at Mission Bay on Oct. 21.

If state voters approve Proposition 1A on the Nov. 3 ballot, UCSF will get some $21.4 million to help finance construction of the first research building, which is expected to cost about $200 million.

Groundbreaking at the entire 43-acre campus is targeted for September 1999.

University officials will hold a public meeting on the draft campus master plan and the proposed design for the Mission Bay campus on Thursday, Nov. 5, at 7 p.m., ILWU Hall, 4 Berry St. For more information, contact Community & Governmental Relations at 476-3206.

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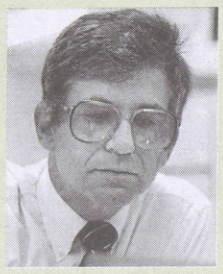
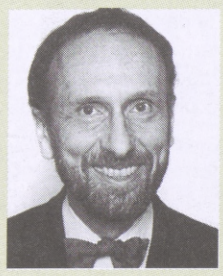


Epstein



Irwin

honors & awards

Charles Epstein, professor of pediatrics at UCSF: Received the 1998 Distinguished Research Award from The Arc, a national organization on mental retardation, at its annual national convention in Fort Worth, Texas. This award recognizes Epstein and his colleagues who developed and pioneered the use of a mouse model to study chromosome structures, creating a condition in mice that mimics Down syndrome. The model is now being used throughout the world for the study of the origin and course of development of both Down syndrome and Alzheimer's disease. Epstein's continuing work on the molecular genetics of Down syndrome is focusing on identifying the genes responsible for the condition's most disabling features, mental retardation and heart problems.

Christine Guthrie: Selected to receive the 1998 Women in Cell Biology Senior Award of the American Society for Cell Biology. The award will be presented to Guthrie during the ASCB 38th annual meeting on Monday, Dec. 14 in San Francisco. An anonymous donor has provided for an honorarium of $1,000 for each winner.

Charles Irwin, professor and vice chair of pediatrics at UCSF and director of the division of adolescent medicine at Lucile Packard Children's Health Services at UCSF: Recognized Oct. 19 with the Adele Dellenbaugh Hofmann Award for exemplary achievement in the field of adolescent health at the 1998 annual meeting of the American Academy of Pediatrics in San Francisco. A faculty member of the Institute for Health Policy Studies at UCSF, Irwin directs two policy centers focused on health in adolescence and middle childhood, and has directed the Interdisciplinary Adolescent Health Training Program at UCSF since 1977. His research has focused on risky behaviors during adolescence and on methods to identify adolescents who are prone to initiate health-damaging behaviors during the second decade of life.

Kevin Shannon, professor of pediatrics at UCSF and a pediatric hematologist-oncologist with Lucile Packard Children's Health Services at UCSF: Honored with the American Academy of Pediatrics Research Award, given each year to recognize the scientific achievement of medical scientists. His studies of erythropoetin in the blood of preterm infants provided convincing data that inadequate production of this substance is an important factor in neonatal anemia. Shannon translated these findings into randomized clinical trials that established that erythropoetin could stimulate red blood cell production and eliminate some transfusions, and pioneered a set of conservative transfusion guidelines that now are widely utilized. His subsequent genetic and biomechanical studies of leukemia and other hemotologic disorders have led to tests of novel cancer therapeutic agents.

UCSF NEWSBREAK

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ASSISTANT VICE CHANCELLOR PUBLIC AFFAIRS:
Carol Fox

EXECUTIVE EDITOR:
Jeff Miller

EDITOR:
Lisa Cisneros

CONTRIBUTORS:
Andy Evangelista, Paula Murphy, Jeffrey Norris, Nancy Heller and the UCSF News Services staff

COPY EDITOR:
Daniel Rowe

SENIOR DESIGNER:
Martha Fitzgerald

DESIGN & PRODUCTION:
Victoria Maier

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TOM WACHS

Buck supports breast care

Carol Franc Buck, right, visited the Clinical Cancer building at UCSF/Mount Zion on Oct. 15 to celebrate the renovation of the center that bears her name. The Carol Franc Buck Breast Care Center ties together all aspects of breast cancer care from diagnosis to treatment and psychosocial support. Buck, herself a breast cancer survivor, has generously supported UCSF since 1992 with a wide range of gifts, including helping to fund postdoctoral fellowships in oncology, academic positions and clinical research projects and remodel the waiting room. Above, she poses with Laura Esserman, director of the Carol Franc Buck Breast Care Center.

Blackburn receives Gairdner prize

Blackburn

Elizabeth Blackburn, chair of the department of microbiology and immunology, was awarded a 1998 Gairdner International Prize, jointly with Carol W. Greider of Johns Hopkins University, "for discovery of the structure of telomeres and the enzyme that synthesizes them."

Each received $30,000 Canadian and a sculpture at the Gairdner Foundation Awards Ceremony on Oct. 23.

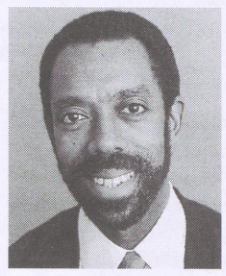
The Gairdner Awards recognize outstanding discoveries or contributions to medical science. Over the past 39 years, the Gairdner Foundation has given 243 awards to outstanding scientists, 50 of whom have won the Nobel Prize, an average of seven years later. These UCSF Nobelists include Stan Prusiner, Michael Bishop and Harold Varmus.

While a faculty member at UC Berkeley in 1985, Blackburn discovered telomerase, an enzyme built of RNA and protein that builds and stabilizes telomeres.

Often compared with the plastic tip on a shoelace to keep it from unraveling, telomeres are DNA that protect the ends of chromosomes and keep a running count of how many divisions are left in a cell's life. Telomeres shrink with each cell division, until they become so short that they tell the cell to die.

Blackburn and other scientists have found that telomerase research has important implications for cancer treatments. Because cancer cells have the ability to turn on telomerase, they can replicate without end.

Three elected to Institute of Medicine



Drake

Three UCSF faculty were among the 55 new members elected to the prestigious Institute of Medicine (IOM) recently, raising the total active membership to 574.

Michael V. Drake, professor of ophthalmology and associate dean, School of Medicine; Ronald D. Miller, professor and chair, department of anesthesiology; and Diane W. Wara, professor of pediatrics and director, division of pediatric immunology/rheumatology and pediatric clinical research center, and associate dean for minority and women's affairs, School of Medicine.

Current active members elect new members from among candidates chosen for their major contributions to health and medicine or to related fields such as social and behavioral sciences, law, administration and economics.

Election to the Institute is both an honor and obligation to work on behalf of the organization, its governance and its studies. With their election, members make a commitment to devote a significant amount of volunteer time on committees engaged in a broad range of studies on health policy issues.

Wara

In Memoriam

Demetrios Papahadjopoulos, professor emeritus, department of cellular and molecular pharmacology, died on Sept. 21 at Long Hospital following a brief and unexpected illness.

Papahadjopoulos was an early leader in the area of membrane biophysics and one of the pioneers at using lipid bilayer vesicles (liposomes) as model membranes. He came to UCSF in 1978 and continued his visionary efforts to use liposomes for drug delivery with a particular emphasis on targeting cancer cells. His work led to a commercialized liposome formulation to treat cancer and to targeted liposomes to treat breast cancer.

Friends will conduct a one-day scientific conference titled, "Liposomes: Passing The Torch," in the memory of Papahadjopoulos on Sunday, Nov.15 at the California Pacific Medical Center Conference Hall. For more information on the conference, contact Cristina Estebanez, CPMC Research Institute, Liposome Research Laboratory, at 561-1616 or Frank Szoka, UCSF professor, at 476-3895 or szoka@cgl.ucsf.edu.

UCSF kicks off annual charitable giving campaign

The season of sharing starts next month when UCSF and UCSF Stanford Health Care faculty and staff will be encouraged to make a contribution to their community through the 1998 Charitable Giving Campaign.

New to the campaign this year, besides the participation of UCSF Stanford Health Care employees, is the greater selection of federations to contribute to, including the United Way of the Bay Area and United Way of Santa Clara, the largest funders of nonprofit programs in Northern California.

> It doesn't matter how much people give, if everybody gives a little it amounts to a lot.

The new participating federations, serving as umbrella agencies to provide financial support to a wide range of health, environmental, cultural, arts and human care services to ethnically and socioeconomically diverse people, include:

- Combined Health Appeal (CHA) of California — an association of nonprofit health organizations working to raise funds for research, education and patient services;
- Bay Area Black United Fund Inc. — an organization that promotes and builds partnerships to serve African-American people and other communities of color;
- Earth Share of California — a coalition of environmental and conservation charities working together to protect the planet and endangered species as well as to educate the public;
- ArtsChoice — an organization to encourage and support children's arts programs to build self-esteem, confidence and creativity.

CHA, for example, focuses on supporting nonprofit health agencies essential to the fight against incurable diseases, such as muscular dystrophy, multiple sclerosis and epilepsy.

And one gift to Earth Share of California supports groups such as the Center for Health, Environment and Justice, which helps families protect their children from toxic chemicals in drinking water, air and food through community organizing and coalition-building.

Employees also have an opportunity to contribute to Select Programs at UCSF and UCSF Stanford Health Care. At UCSF, these programs include the Student Homeless Health Project, UCSF Child Care Services and the UCSF/Mount Zion Young Women's Clinic.

As treasurer of the UCSF Homeless Health Project, Maulik Shah, a second-year medical student, knows first hand of the ongoing financial needs of the program. Founded in 1992 by four first-year medical students who became familiar of the needs of the homeless while serving in soup kitchens, the program offers free physical exams, tuberculosis tests and medical advice to the medically underserved.

"We need to raise funds to pay for day-to-day operations. We need medical supplies — everything from Alka Seltzer to bandages — and office supplies," says Shah.

The project also raises money to host dinners to show appreciation to the preceptors, the UCSF faculty mentors who volunteer assisting students in diagnosing patients and devising a treatment plan at the clinic.

As an incentive to give to the campaign, employees who return their pledge forms by Monday, Nov. 30 will be entered into a raffle drawing for two round-trip tickets anywhere in the continental United States, Mexico or the Caribbean, courtesy of Campus Travel. The raffle drawing will be held in December.

While UCSF campaign donations have decreased over the past six years, some campus groups, including the schools of pharmacy and dentistry, stand out among the rest in terms of generosity and creativity, says Katherine Riordan, campaign coordinator at UCSF. "There are things that people can do to inspire giving," she says. "We all need to spend some time away from work to get together and it really does create team spirit."

For example, Angela Hawkins, associate dean for administration in the School of Pharmacy, is throwing a party with dessert and refreshments. Everyone who submits their campaign envelope gets a ticket that entitles them to the afternoon fiesta as well as a chance to win in the school's own raffle.

A personal appeal

"I have gained far more than I have given through my support of community service organizations and causes I care about," says Molly Cooke, professor of clinical medicine and 1998 campaign chair. "My special passion is Project Open Hand, an organization bringing groceries, meals and support and encouragement to people ill with HIV. It was started by Ruth Brinker, who showed us that one person responding in a modest and direct way to a local need could make a huge difference.

"I hope that a reinvigorated Charitable Giving Campaign gives people here at UCSF a chance to talk with co-workers about critical community needs right here in the Bay Area and to respond as part of the UCSF team," Cooke says.

On Monday and Tuesday, Nov. 9 and 10, donor representatives in every campus department will distribute campaign envelopes to their co-workers as a way to personalize the appeal for funds. UCSF officials are hoping that using donor representatives, instead of a mail-only campaign as in years past, will permit questions to be answered and concerns addressed to boost participation and contributions from UCSF faculty and staff.

"We are glad that this year's expanded campaign offers more options for donating to agencies that will strengthen our communities," says Chancellor Mike Bishop. "We have great hopes that donor representatives will make a difference in this year's campaign."

CHRIS T. ANDERSON

Molly Cooke prepares a meal while volunteering at Project Open Hand.

> We are glad that this year's expanded campaign offers more options for donating to agencies that will strengthen our communities.

Giving dropped to an all-time low last year when less than 4 percent of campus employees participated in the campaign, raising $85,266.

"It doesn't matter how much people give, if everybody gives a little it amounts to a lot," says Riordan.

Indeed, at UCSF if all the 8,700 employees who get pledge packets gave $25, the campus would raise a record-breaking $2.1 million. If half of the employees contributed, that would be a milestone for UCSF's campaign, Riordan says.

The good news, Riordan adds, is that processing costs per dollar have been reduced from 17.9 cents to under 8 cents for the campus this year to ensure that more dollars get to the people who need it.

"This makes our charitable giving campaign one of the most effective and efficient ways to give," says Riordan. "I hope that this year's campaign will make all of us feel good about the impact we can make together for our community, build spirit and camaraderie through our departments and give us a chance to have some conversations about the real needs that continue to exist right outside our doors."

For more information on the campaign, call Riordan at 476-0729. UCSF Stanford Health Care employees can call Sheila Antrum at 476-5071.

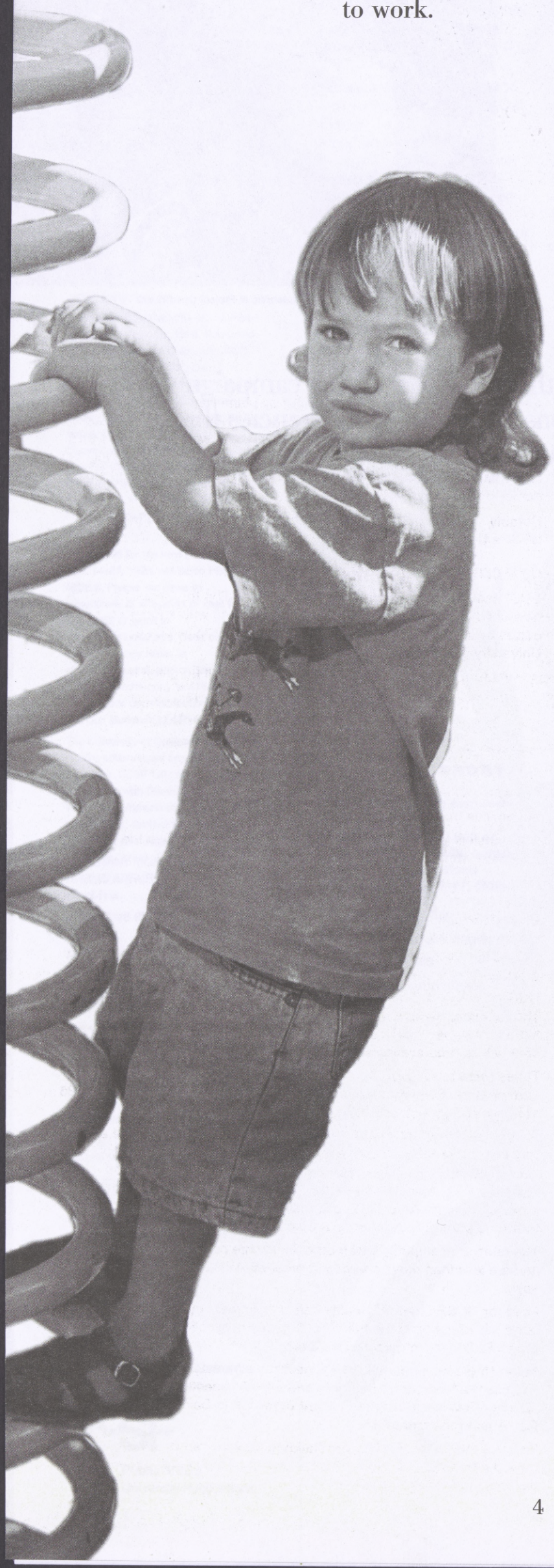
CHRIS T. ANDERSON

Medical student Michele Gomez, left, examines James W. Broberg Jr. at the UCSF Student Homeless Health Project, one of the agencies that stands to benefit from the 1998 Charitable Giving Campaign at UCSF.

Who's caring

BY LISA CISNEROS

Many women wait nine months or longer to give birth only to spend precious few months at home with their infant before they must entrust their care to someone so they can go back to work.



For three out of five mothers with children under age six now working outside the home, the search for the right person to help care for their children during the most critical early developmental stages can be exhausting and worrisome.

Even California, named one of the ten best states for child care by Working Mother magazine in 1996, has chronic problems meeting the needs of working families, who either by choice or necessity, must find child care. According to the California Child Care Resource and Referral Network, working parents statewide suffer from:

- A lack of infant care;
- Too many waiting lists, including very long waiting lists for subsidized care; and
- Too few child care providers to meet the needs of growing numbers who work night shifts, swing shifts, or other non-traditional hours.

And although a group of national business and labor leaders convened at the request of President Clinton reported last year that businesses benefit from providing child care assistance — through increased productivity, lower turnover, better recruitment, reduced absenteeism and improved morale — few employers, UCSF excluded, offer on-site child care.

The University, which offers child care for children ages 2 to 5 at its Parnassus and Mission Center sites, will add another center at its Laurel Heights location to open next February. (See adjacent story.)

While finding high-quality child care can be challenging, paying for child care — especially for infants — can be even more difficult. Affordability is a major problem, says Pauline Lee, coordinator of the UCSF Child Care Referral Program.

"When I talk to providers, many assume because you work at UCSF you make a lot of money," says Lee, who has worked in the child care industry for five years. "But it's very difficult for low- or mid-income parents and single parents to pay for child care."

Parents have a variety of options for child care in San Francisco: There are 25 licensed infant care centers, 236 pre-schools, 60 school-age centers and 632 licensed family daycare homes, although the last figure includes some people who maintain their license, but do not provide care.

Lee, whose job it is to assist UCSF faculty, staff and students find child care, maintains a list of child care providers in a database, which focuses on the areas most in demand: inner and outer Sunset, Cole Valley, inner Richmond, the Haight, Western Addition and Mission District neighborhoods.

Choosing among providers may appear like a daunting task, but actually it's a matter of weighing "the family's needs, the child care budget, age of child and urgency of need," says Lee.

Depending upon the parents' expectations, Lee says they should plan to set aside a sizable chunk of their income for child care.

Based on rates charged by providers in the UCSF database, the cost of full-time care for children under age 2 in family day care homes can range from an extreme low of $75 to $250 a week, Lee says. Full-time child care in a home for children ages 2 to 5 can range from $75 to $225 a week. The rates for full-time care at child care centers can range from $130 to $243 a week for infants and $100 to $209 for children ages 2 to 5, Lee says.

To keep updated on new providers in this market, Lee gathers information from several sources, including other child care providers, the San Francisco Family Day Care Association, parent-related magazines and flyers in neighborhoods. "My favorite source is other parents," Lee says.

A question of quality

Perhaps the most frequently asked question parents ask Lee is how do they judge whether a provider is good enough. "That's a very difficult question to answer," Lee says. "I tell parents to please visit a provider more than once and during different times of the day. Ask the provider if you can drop in prior to enrollment. Ask for references and check them out thoroughly."

Once a child is enrolled, parents have the legal right to drop in anytime during regular business hours without advance notice, Lee notes.

Parents need to ask lots of questions, from the practical ones about hours and meals to the personal ones about discipline and toilet training. According to the state referral program, the most important question is one parents can answer for themselves, "Will my child receive loving and careful attention?"

Indeed, a child's capacity to learn and socialize depends on the appropriate environment. Research into the brain over the past decade confirms that the first three years of life are critical because the vast majority of brain growth occurs during this time.

Aware of the significance of her role contributing to the social, emotional and cognitive development of young children, Alicia Snow quit her job at UCSF/Mount Zion four years ago so she could "make a difference in people's lives at the most fundamental stage."

A grandmother, Snow blends a rich program of music lessons, field trips to museums and parks, and care for pets into the day care experience of children she cares for in her Cole Valley home.

Her warmth, interest in the arts, philosophy on parenting and interaction with children convinced Lynn Rusk, a licensed clinical social worker for UCSF Stanford Health Care, to choose Snow to care for her nine-month-old daughter Mia Mostovfi. "She stands out from everybody else so much," says Rusk. "She's far superior."

Indeed, Snow is among the care givers who go beyond the minimal requirements to be licensed.

But licensing doesn't guarantee quality. Lee says it's critical that parents check the licensing and track record of providers on their own by calling the Community Care Licensing at 650/266-8843.

And parents should give themselves at least three months to look for child care, suggests Lee. "Some child care centers have very long waiting lists. It's not uncommon to get on the waiting list for an infant program as soon as you find out you're pregnant."

For Ann Rodriguez, a 20-year employee of UCSF who works in the Office of Budget & Financial Analysis, selecting a child care provider for her 11-month-old son Anthony was easy. After a call to Lee, Rodriguez then called the Children's Council of San Francisco (243-0111) who linked her up with providers using her home zip code.

Rodriguez sends her son to a San Francisco child care home run by Sandy Donahue, who coincidentally went to the same high school and grew up in the same neighborhood as she did. "For me, I felt very comfortable leaving Anthony in her care," says Rodriguez, who attributes Anthony's progress, including his ability to walk early, to being around older children in a supportive, nurturing environment.

"He's very social. He plays well with the other kids. They give him as much care and love as I could at home," she says.

Asked for her advice to parents as they hunt for good child care, Rodriguez says, "You can't expect your child to be the center of attention in daycare. He will learn not only how to get along with others, but how to be part of a group and get his needs met."

For her own part, Rodriguez had to be "very relaxed" about sending him to child care. "That made his transition to daycare easier. I've seen big changes in my baby; he's more independent."

for our kids?

Pauline Lee

LISA CISNEROS

Alicia Snow provides high-quality child care for children, Alexandra Carey, daughter of Newsbreak editor Lisa Cisneros, left, and Mia Mostovfi, daughter of Lynn Rusk, a social worker for UCSF Stanford Health Care.

> Choosing among providers may appear like a daunting task, but actually it's a matter of weighing "the family's needs, the child care budget, age of child and urgency of need."

CHRIS T. ANDERSON

Charmaine Cardona, program coordinator and teacher, at UCSF's child care facility at Mission Center, shares a book. And pictured on page 4 is one of Cardona's students, Satchel Wilkenson, the son of UCSF student Levis Owens.

UCSF offers three options for on-site child care

Marilyn Reed Lucia — the mother of child care at UCSF — remembers a time when finding child care in the city was about as tricky as diapering a baby with one hand.

Thirty five years ago the choice to become a stay-at-home mother was even easier for many women who lacked viable alternatives.

Fortunately, for the many working parents at UCSF, Lucia's efforts to spearhead a campaign and gather support for University-sponsored child care were successful.

After Lucia first submitted a proposal for a child care study center at UCSF in 1964, the idea became a reality in 1981, when the center that bears her name opened on Parnassus Avenue.

Emphasizing love and respect for children, age-appropriate developmental activities and parent participation, UCSF offers child care for families of UCSF faculty, staff and students as well as those in the community for children ages 2 to 5 years in full-day programs at two centers, owned and operated by the University.

Licensed for the care of 48 children, the Marilyn Reed Lucia Child Care Study Center on Parnassus has always been in high demand. Although the center has a perpetual waiting list, parents can put their children on the list as early as 18 months of age, says Tracey Gearlds, administrative manager.

UCSF opened the Mission Building Child Development Center on Folsom Street in 1996. Licensed for the care of 50 children, the Mission Building center has full- and part-time slots available, says Charmaine Cardona, program coordinator and teacher.

"It's really rewarding for me knowing that I play a role in their upbringing," says Cardona of the 40 children enrolled.

Steve Robinovitch, a researcher at San Francisco General Hospital Medical Center, says the lower class size at Mission Center, where his daughter, Hannah, is enrolled "has been a bonus.

"We've been really happy with the center," he says. "The facilities are great and the teachers are wonderful. We also appreciate the diversity of the kids."

A third child care center to be operated by Marin Day Schools is under construction and is slated to open in February 1999 at Laurel Heights. To be called University Child Care Center, this facility will be licensed for 75 children between the ages of three months to 5 years — marking the first time that UCSF will make infant care available to faculty, staff and students.

Notably, children need not be toilet trained to be admitted in any of UCSF's three centers.

New center at Laurel Heights

UCSF faculty, staff and students will get first dibs for child care at the new child care center at Laurel Heights. Parents who submitted a $50 deposit will be notified soon whether their children will be admitted to University Child Care Center, Gearlds says.

Priority for placement at the child care center will be given as follows:

1) UCSF faculty, staff and students working at Laurel Heights

2) UCSF faculty, staff and students working at other UCSF locations

3) Faculty and staff from the University of San Francisco

4) UCSF Stanford Health Care faculty and staff

5) Marin Day Schools families on waiting lists

6) Families from the community at large.

USF families get third priority for child care slots because the private university contributed to the costs of the facility, Gearlds says.

As a condition to contracting with Marin Day Schools, a nonprofit, public benefit corporation that operates 14 daycare facilities in the area, UCSF asked that tuition charged be comparable to rates at its other two centers, Gearlds says. Since then, however, Marin Day Schools has increased their rates to account for cost-of-living expenses as well as higher salaries to attract qualified personnel to the jobs.

UCSF and USF faculty, staff and students will pay the lowest rates. The full-time, five-day rate for pre-schoolers, ages 3 to 5, is $690; $780 for two-year-olds; and $920 for infants up to age 2. Drop-in child care will also be available.

These rates are higher than those charged at UCSF's other two child care centers. Full-time care for two-year-olds, for example, costs $685 at Mission Center and $712 at the Parnassus center.

It's unclear how many members of UCSF's rank and file will be able to pay the higher rates at Laurel Heights. Ann Rodriguez, whose job with the Office of Budget & Financial Analysis will relocate to Laurel Heights, will not be among them. "There are three of us in this department with young children," says Rodriguez, who pays $420 a month for home care. "All three of us are saying we can't afford those rates."

The rates are competitive with other child care centers in San Francisco and are less than those charged at other Marin Day Schools, Gearlds says.

Fees for UCSF Stanford Health Care employees and the community at large will range from the full-time, five-day rate of $810 for pre-schoolers to $1,045 for infants and toddlers.

Marin Day Schools faculty are expected to be available at the Laurel Heights center to organize tours and answer questions in mid-January. Parents are invited to visit other Marin Day Schools in the Bay Area in the meantime.

Tours of the Lucia and Mission Building centers can be arranged by calling 476-1616. For more information about the center at Laurel Heights, call Gearlds at 476-4438.

TOM WACHS

Nancy Adler

Center unites scholars for community health

Capitalizing on opportunities created by its relocation to Laurel Heights, the Center for Health and Community (CHC) is working to raise awareness both on and off campus about its ongoing strategy to address the many challenges of the changing health care environment.

Formed in 1994 as the Center for Social, Behavioral, and Policy Sciences, the CHC comprises groups including the Center for AIDS Prevention Studies, Osher Center for Integrative Medicine, Institute for Health and Aging, and the Medical Effectiveness Research Center for Diverse Populations.

The new name was selected for practical and philosophical reasons, says Nancy Adler, CHC director and professor and vice chair of psychiatry.

First, the broader name is indicative of the ultimate beneficiaries of the work. "We're really thinking about the impact of health on the community," she says. "We take a population-based approach: We're thinking about social environments and how that impacts how people live and how that impacts their lives."

Second, the name reflects a vision to create a "community of scholars" to serve as expert consultants both inside and outside the University on subjects ranging from medical anthropology to bioethics.

Adler hopes uniting about half of the center's faculty at the new headquarters at Laurel Heights will help foster multidisciplinary approaches to understanding the problems of health, illness and health care. Adler and colleagues moved into their revamped fourth floor Laurel Heights office in September, while others will join them on the third and second floors early next year.

Whether conducting research on managed care to protect patients, helping health care professionals evaluate outcomes of their care or teaching students to appreciate the non-biologic aspects of health and illness, the CHC is the University leader in identifying policies and interventions that will maximize the health and well-being of the community.

Thanks to a grant from the San Francisco Foundation, the CHC was able to unite faculty electronically by updating its directory of members, who now number 221. The database has also been useful to identity faculty with expertise and interest in given areas for colleagues seeking collaboration. For example, Larry Fisher of the department of Family and Community Medicine recently expressed an interest in examining issues in managing chronic diseases. Twenty-five CHC members from different schools and departments responded and they will have their first meeting soon.

In addition to supporting collaborative efforts through its workgroups, the CHC will host speakers and seminars. John Frank from the Work and Health Institute at the University of Toronto and member of the faculty of the School of Public Health at UC Berkeley will speak at the CHC on Friday, Nov. 20. Jerome Kagan, Starch Professor of Psychology at Harvard University, will speak on Thursday, Dec. 3.

The CHC recently hosted a site visit for its first program grant proposal, which takes a comprehensive look at assisted reproductive technologies, including the psychologic, social and economic costs of in vitro fertilization and the medical outcomes. "This has been an engaging process," says Adler, who is awaiting funding from the National Institutes of Health. "Members have found the collaboration to be scientifically exciting."

CHC faculty are also committed to working with the San Francisco Department of Public Health to collaborate in the development of community-based prevention strategies to benefit citizens. Following a half-day retreat last spring, a leadership committee of University and city health experts is meeting to plan a way to tackle myriad of issues, including alcohol and tobacco use, reproductive behavior, traffic and violence.

The CHC's recent hiring of a full-time assistant director, Susan Garritson, and the move to Laurel Heights will facilitate these and other activities. "The proximity and planned activities will strengthen collaboration in teaching and research," Adler says.

(CAMPUS LIFE FROM PAGE 1)

"At UCSF, we know that these stresses have taken a high toll on our staff and on our sense of community. We fear that they may pull apart the very fabric of our campus."

Debas described some of the plans that are in the works:

Staff Development

- Establishing short staff release time that would entitle employees to brief leaves for a specified and approved number of days.
- Offering extended leave to support professional growth and self-renewal.
- Forming an on-site organizational development team.

Quality of Work Life

- Developing formal guidelines to promote and encourage alternative work arrangements such as flex time and telecommuting.
- Ensuring that the planning process for new sites includes plans for support services such as child care and health clubs.
- Bringing cultural activities to the campus. UCSF established a weekly lunchtime concert series with the enthusiastic participation of members of the San Francisco Symphony, the UCSF orchestra, and the San Francisco Conservatory.

Ethical Workplace

Developing a campus Code of Ethics to guide and direct principled decision making among managers and staff.

Performance Incentives

- Developing a "best practices" initiative to demonstrate the value of recognition programs and to showcase model campus programs.
- Giving a specific award to managers who have demonstrated excellence in practicing effective and supportive management to be presented at UCSF's most important event, the annual campuswide Founders Day program
- Revitalizing the New Employee Welcome program to emphasize campus values and to cultivate a culture of caring and support.

Conflict Management

Operating a unit for conflict prevention and resolution to identify and train staff in conflict resolution.

Mentoring

Building upon UCSF's successful [Academic Business Officers Group] program to create mentoring opportunities for employees at a variety of levels.

campus notes

Flu shots available

UCSF Stanford Health Care's Employee Health Services is offering influenza vaccinations throughout the month of November. Flu shots will be available for free to UCSF and UCSF Stanford employees at both UCSF/Mount Zion and UCSF medical centers.

The 1998 vaccine is considered safe — although some side effects are associated with it — and is 70 percent effective in preventing the virus in healthy persons.

Drop-in hours are 8:30 to 11:30 a.m. and 1 to 3:30 p.m. on Tuesdays, Nov. 3, 10, 17 and 24 at Moffitt hospital basement, room M89 and UCSF/Mount Zion Employee Health Services, 2186 Geary Blvd., Suite 103. Also, on Thursday, Nov. 5, shots will be available from 5 to 7 p.m. at the Moffitt hospital cafeteria.

Funds for prostate cancer research

UCSF researchers who want to join the fight against prostate cancer may apply for $20,000 to $30,000 grants from a new award fund established by private gifts to the UCSF Foundation. The deadline to apply is Monday, Nov. 16.

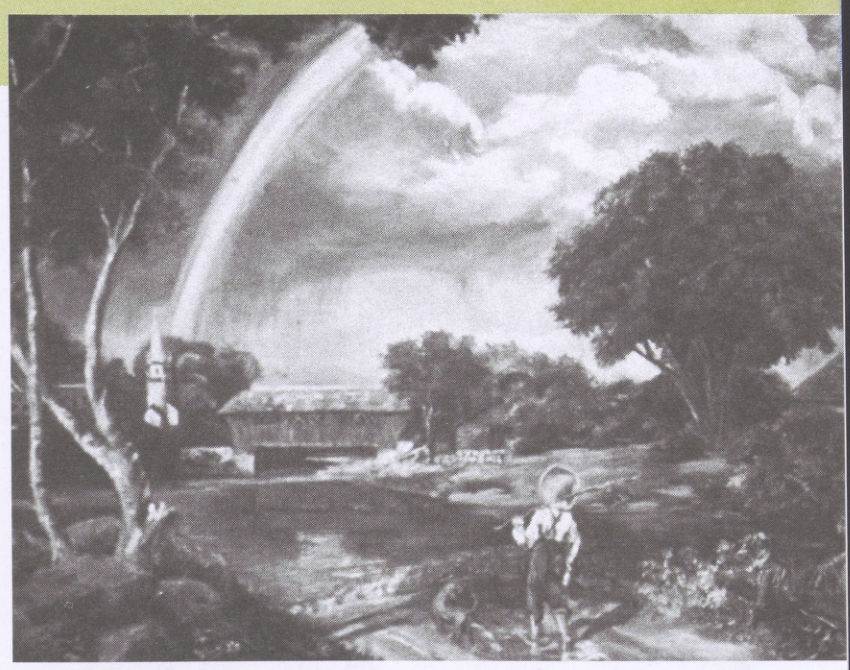
The purpose of the program is to offer seed funding and encourage both new and established investigators to propose pilot projects that will launch new translational research initiatives in prostate cancer.

The awards will be made through the Developmental Research Program for prostate cancer administered by the department of urology. This year the program is especially encouraging proposals that address the failure to respond to initial prostate cancer treatment.

For more information or to get application packets, contact Cynthia Ashe, program administrator, at 476-6343 or cynashe@itsa.ucsf.edu.

Restricted shuttle service to begin

Due to current and anticipated demands on the campus shuttle service, effective Monday, Nov. 2, shuttle riders requesting service to and from the Spruce Street stop must present current Psoriasis Day Care Center (PDCC) staff identification and a special PDCC shuttle pass or be a PDCC patient or client. This measure is being strictly enforced at this time in an effort to decrease shuttle service travel times between Mount Zion, Laurel Heights and Parnassus. Others will continue to be able to ride the shuttle by boarding at the Laurel Heights site. If you have any questions, call Lee Clark in Parking & Transportation Services at 476-1511.



Rare cases of dementia stimulate artistry

Disease may have played a role in the work of Van Gogh

BY JENNIFER O'BRIEN

Researchers led by a UCSF neurologist have determined that a relatively rare form of dementia brings out startling artistic talents in some people even as they lose the ability to remember such basic words as "art."

"Studying these patients," says Bruce L. Miller, "may help researchers learn where and how visual and musical abilities develop in the brain."

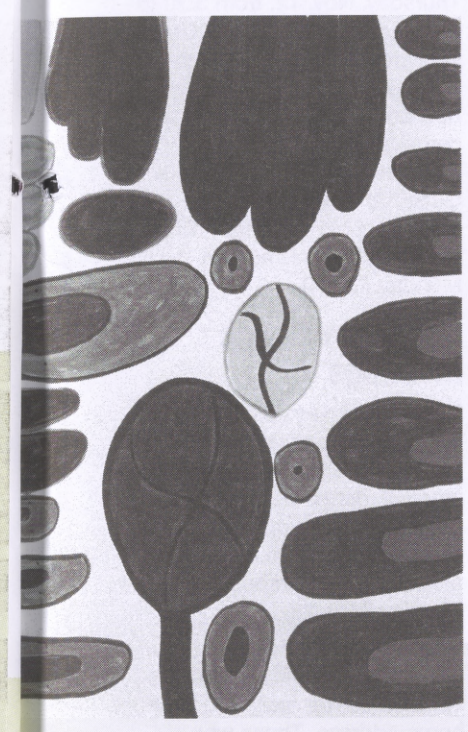
The finding offers insights into the way in which the disease, frontotemporal dementia, exacts its price, but also into the way in which creativity emerges in the brain.

"The last place one would expect to find any aptitude flourishing, let alone emerging, is in the brain of someone slowly wasting away with dementia, but the evidence is pretty dramatic," says Miller, the A.W. and Mary Margaret Clausen Distinguished Professor in Neurology and director of the UCSF Alzheimer's disease center.

Miller and his co-authors at UC Los Angeles see a possible parallel between these patients and such artists as Van Gogh and Goya, who both spurned social conventions, worked independently and with extraordinary focus, and battled mental illness.

The five patients examined in the study became visual artists, and all worked zealously for several years before deteriorating into the final stages of mental decline. Among them were:

- A mild-mannered stockbroker with no prior interest in art who donned flashy clothes and began painting with passion, winning awards at local art shows even as his social and language skills eroded;
- A 51-year-old housewife without previous artistic training who began painting rivers, ponds and rural scenes recalled from her childhood; and
- A 57-year old man who had developed a successful advertising agency began traveling to remote areas of Central America, often putting himself in harm's way to photograph the "perfect" image.



"In each of the five cases we've documented, a period of exceptional creativity heralded the beginnings of a tragic disease and continued to flourish even as the patients began to lose their ability to use language," Miller says.

Frontotemporal dementia accounts for roughly ten percent of dementia cases, frequently runs in families, and tends to manifest itself when people are in their 50s. The cause of the familial form of the illness was recently discovered to be a mutation in a gene called tau. Frontotemporal dementia affects different anatomic regions and causes different chemical deficits than Alzheimer's disease and other dementias.

The disease affects an area of the brain that influences social behaviors, causing a loss of social skills and disinhibition. The small subset of patients who developed artistic talent became anti-social, were directed internally, showed little interest in the teachings of others and tended to work on their art zealously.

"The loss of social skills and inhibitions may have facilitated the art of our patients," Miller says, "allowing for previously untapped aptitudes to emerge."

The artistry that emerged in the patients observed was probably fueled by a mix of talents, experiences and brain circuitry unique to the individuals, says Miller. However, he adds, the more fundamental explanation for the emergence of the talent most likely lies in the way in which the disease affected and spared different subsets of the patients' brain cells — and the way in which the brain's system of excitatory and inhibitory circuits respond to one another in the face of cell damage; when one circuit is stimulated, others are turned off.

The researchers suspect that in the case of the patients they studied, as well as others, degeneration in one part of the brain leads to enhanced function in another area, in this instance causing heightened activity in visual and musical areas of the brain. The intact frontal lobes, responsible for complex thought and planning, allow patients to plan and execute their visual and musical talents.

"It's not a concept in dementia that something could be getting better," says Miller. "We never think about the strengths of patients. We only think of the weaknesses. Now I always ask if there is anything patients are doing very well, or better than before."

Most patients with the frontotemporal variant associated with artistry do not develop artistic abilities, Miller notes. "We suspect that in the patients who become artists, the talent is stimulated by the pathology in people born with an inherent tendency or aptitude for art."

(AIDS FROM PAGE 1)

"We expect fewer than 500 children a year to be born with HIV in the US thanks to these programs," Wara says. "But there still are many areas of the nation with large numbers of seropositive women and no centralized delivery for their care, and in those areas transmission rates still exceed 5 percent. In Northern California, the greater East Bay and the Central Valley are two examples.

"In developing nations, perinatal transmission still is at least 30 percent," Wara says. These nations have little money to test pregnant women for HIV status, and the aggressive drug therapies that have made the difference in the developed world are too expensive elsewhere. Prevention efforts in the developing world also are stymied by a dilemma: an additional 10 to 14 percent of children are infected by their mothers during breastfeeding. Yet health workers are loathe to discourage breastfeeding because it is the best way to prevent infant malnutrition.

A success story

The UCSF Pediatric AIDS program, which has three clinics — at UCSF, Children's Hospital, Oakland, and SFGHMC — currently oversees the care of more than 160 families from throughout Northern California and as far south as Bakersfield, totaling some 3,000 patient service contacts each year. The program was featured on the AAP's closed circuit television channel during its annual meeting which included interviews with Wara, Alejandro Dorenbaum, director of the AIDS clinic at UCSF, and nurse practitioner Laura Johnson.

The UCSF program's success in keeping children with HIV well begins with early, aggressive therapy, Wara says. "We use combination anti-viral therapy, involving two or three drugs, as soon as the child is diagnosed," she says.

Over the long term, the success of these efforts depends less on tests and drugs than on teamwork, Wara says. Nurse practitioners, nurses, social workers, dietitians and psychologists are key members of each clinic's team. They work with the family, the school, the church and community services to help children who often live in families where parents or others also are infected with HIV, and where psychosocial issues are complicated. Team members keep in close touch with families, calling to remind them about clinic appointments, working with each child's caregivers as individuals to help them understand the child's care.

"As these children are living longer, we have to pay attention to the quality of their lives, their surroundings, their education, the knowledge they have about their disease, their own personal thoughts and feelings about the medications they are receiving," Wara says.

Just the issue of "disclosure" is prickly — telling a child that she has HIV — and counseling her about when and how to tell others about a disease still associated with fear and stigma. "We are evaluating when we should tell children," Wara says.

As more of the children reach adolescence, the team is exploring ways to counsel them about sexuality, sexual responsibility and intravenous drug use. Nurse practitioners and counselors are encouraging the children's efforts in school, looking ahead to their opportunities to finish high school and eventually support themselves in the community.

The group continues clinical research on drugs to stop HIV transmission and to treat children with HIV more effectively. In addition they are addressing new questions. Wara's immunology laboratory is looking at the unique immune reconstitution pattern of children: Once the HIV virus is under control, their immune systems seem to rebuild more briskly and to remain more robust than adults. "We don't know why, and we are asking those questions in the lab," Wara says.

calendar

Oct. 31–Nov. 13, 1998

2 monday

HEALTH POLICY SEMINAR: Carroll Estes presents *Theories of the Welfare State: A Multilevel Approach to the Political Economy of Aging,* noon-1:30 p.m., Seminar Room, 1388 Sutter St., 11th Flr. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging, part of the UCSF Center for Health and Community.

INSIDE THE MERGER: See upcoming events.

4 wednesday

BLOOD DRIVE: Donate blood, 10 a.m.-5 p.m., UCSF/Mount Zion. Fantastic raffle prizes! Call 476-6989.

BROWN BAG LECTURE: Mardi J. Horowitz, professor, psychiatry and director, center on stress and personality, presents *Cognitive Psychodynamics: From Conflict to Character,* 12:10-1 p.m., HSW 300, Parnassus. Learn how stress, when handled with resiliency, can lead to character traits such as courage. Sponsored by Public Service Programs. Call 476-4394.

POWER OUTAGE MEETING: See upcoming events.

5 thursday

OTOLOGY & NEUROTOLOGY UPDATE: The Office of Continuing Medical Education sponsors a conference titled *San Francisco Otology and Neurotology Update — 1998,* 7 a.m.-5:30 p.m., Ritz-Carlton Hotel, San Francisco. This course is designed as a review of the state-of-the-art of contemporary otology, including recent advances in the basic and clinical sciences. Presented by the department of otolaryngology/head and neck surgery, School of Medicine. To register by phone, call 476-5808.

FALL GIFT SHOW: See upcoming events.

BOOK SALE: The UCSF Hospital's Auxiliary offers a benefit book sale, 8 a.m.-5 p.m., M 286, Parnassus.

MEDICAL GRAND ROUNDS: William Grossman, professor, medicine and chief, division of cardiology, presents *Antiplatelet Therapy for Acute Coronary Syndromes,* noon-1 p.m., N 225, Parnassus. Sponsored by the department of medicine. Call 502-5366.

STUDENT ENRICHMENT: Jessica Drew, clinical psychology, postdoctoral fellow, USF Counseling Center and Robert Bartee, clinical psychologist, UC Santa Cruz Counseling Center, present *Racial Identity Development and Multicultural Competence of Health Care Providers,* 5:30-7:30 p.m., N 217, Parnassus. For more information, call Maureen Conway at 502-2442.

BUILDING AWARENESS: Learn about the Feldenkrais Method, an innovative approach to developing awareness through movement, 1:10-2:10 p.m., MU Fitness Center, Parnassus. Strengthen your body/mind connection, improve flexibility and posture, and enhance full breathing and relaxation. For more information, call 476-1115.

HERBS & SUPPLEMENTS: Candy Tsourounis and Cathi Dennehy, assistant clinical professors, School of Pharmacy, present *The Truth About Dietary Herbs and Supplements,* 5:15-6:15 p.m., Commonwealth Club, 595 Market St., San Francisco. This presentation will provide educational tips in the selection of herbal products and dietary supplements including Melatonin, DHEA, garlic and St. John's Wort. Admission: $6/members and $9/non-members. Sponsored by Public Service Programs. For more information, call 476-4394.

GRAND ROUNDS LECTURE: Louann Brizendine, School of Medicine, presents *Sexual Dysfunction in Postmenopausal Women,* 5:30-6:30 p.m., Mount Zion, Herbst Auditorium. Sponsored by the Center of Excellence in Women's Health. For more information, call 476-7840.

MISSION BAY MEETING: A public meeting on the draft campus master plan and the proposed design for the UCSF campus at Mission Bay, 7 p.m., ILWU Hall, 4 Berry St. For more information, contact Community & Governmental Relations at 476-3206.

6 friday

THERAPY SYMPOSIUM: The department of psychiatry and the Office of Continuing Medical Education present *The 44th Annual Group Therapy Symposium,* 8 a.m.-4 p.m., MedSci Lobby, 513 Parnassus Ave. This event is organized for mental health professionals, paraprofessionals, and students who practice, or are interested in, group psychotherapy. For registration information, call 476-5808.

MAMMOGRAPHY VAN: The UCSF van offers convenient breast cancer screening, 9 a.m.-3 p.m., UCSF Parnassus, in front of the library. The exam costs $75 and takes about 20 minutes. Written or verbal approval from a doctor is required. Call 476-2193.

BOOK SALE: See Nov. 5 listing.

7 saturday

LOW VISION FORUM: William Good, research scientist, pediatric ophthalmology, Smith-Kettlewell Eye Research Institute, presents *Low Vision Forum,* 11 a.m.-1 p.m., ACC, 400 Parnassus Ave. Learn about the structure of the eye and how the eye works. Free. Call 626-5313.

9 monday

HEALTH POLICY SEMINAR: Carol Korenbrot presents *The Impact of California Medicaid Policy Reform,* noon-1:30 p.m., IHPS Seminar Rm., 1388 Sutter St., 11th Flr. Sponsored by the Institute for Health Policy Studies and the Institute for Health & Aging.

DEAN'S RESEARCH SEMINAR: A lecture titled *HIV, Hepatitis, Abscesses & Social Suffering Among Homeless Addicts: Anthropological and Clinical Perspectives,* will be given by Philippe Bourgois, a professor, department of epidemiology and biostatistics, and Barry Zevin, an assistant clinical professor, department of medicine, 3:30-5 p.m., N 225, Parnassus.

HEALTH PROGRAM: The Ida and Joseph Friend Cancer Resource Center at UCSF presents *Meditation, Visualization and Pain Management,* 5:30-7:30 p.m. Virginia Veach, director, Ting-Sha Institute and founding staff member, Commonweal Cancer Health Program will provide an overview for the novice and those wishing to further their understanding of these practices. For more information and to RSVP, call 885-3693.

10 tuesday

NUTRITION WORKSHOP: Millberry Programs & Services presents *Beating the Bulge,* 6-7:15 p.m. Learn about beating the bulge from registered dietitian and personal trainer, Mitzi Dulan. For more information, call 476-1115.

BROWN BAG LECTURE: Frank Wilson, neurologist, medical director of UCSF Peter F. Ostwald Health Program for Performing Artists and author of "The Hand," presents *Hidden in the Hand,* 12:10-1 p.m., HSW 300, Parnassus. Learn how the hand shaped the brain of Homo sapiens. Sponsored by Public Service Programs. Call 476-4394.

HEALTH POLICY LECTURE: Joseph Guydish, assistant adjunct professor, medicine, presents *Drug Abuse Treatment: Access, Outcomes and Systems,* 3 p.m., Seminar Room., 1388 Sutter St., Suite 1100. Sponsored by the Institute for Health Policy Studies.

12 thursday

STUDENT ENRICHMENT SERIES: Jeff Labovitz, acting director, office of technology management, presents *Technology and the Law,* noon, N 217, Parnassus. Learn what delineates intellectual from institutional property rights and more. For more information, call Maureen Conway at 502-2442.

DISABILITY FILM SERIES: Jenny Kerns presents *Whirlwind Women: Building Wheelchairs,* noon-1 p.m., Toland Hall, Parnassus. This 10-minute video features women with disabilities in East Africa at a Whirlwind wheelchair building workshop. It tells the story of disabled women seeking income-generating opportunities through wheelchair production. For more information or accommodations, contact Alice Wong at 502-7097.

MEDICAL GRAND ROUNDS: Nora Goldschlager, professor, clinical medicine, division of cardiology, SFGHMC, presents *Exercise Teaching: Indications and Limitations,* noon-1 p.m., N 225, Parnassus. Sponsored by the Department of Medicine. For more information, call Shawn Smith at 502-5366.

BUILDING AWARENESS: Learn about the Feldenkrais Method, an innovative approach to developing awareness through movement, 1:10-2:10 p.m., MU Fitness Center, Parnassus. For more information, call 476-1115.

ON FACULTY DEVELOPMENT: See upcoming events.

13 friday

MAMMOGRAPHY VAN: UCSF/Lakeshore, 1501 Sloat Blvd. See Nov. 6 listing.

WESLEY WONG

Carolyn Beltzer, right, a member of the auxiliary's board of directors, poses with her husband, Jim Beltzer and their dog Zack as part of a fundraiser. For more information, see upcoming events below.

upcoming events

UCSF Stanford Health Care update

The Academic Business Officers Group (ABOG) is hosting *UCSF and UCSF Stanford Health Care,* an inside look at the merger, first-year successes and future challenges on Monday, Nov. 2, from noon-1:30 p.m., N 225, Parnassus. Speakers include: Bill Kerr, executive vice president and CEO, UCSF Stanford Health Care, Bruce Schroffel, senior vice president and CEO, UCSF Medical Center, UCSF Stanford Health Care, and Steve Barclay, UCSF vice chancellor, administration and finance.

Power outage meeting

Facilities Management invites all interested parties to a meeting on Wednesday, Nov. 4, from 1 to 3 p.m., in HSW 300 to discuss planned power outages and their impact on campus operations. Power in all buildings on the Parnassus campus will be disrupted intermittently for up to 20 minutes at a time on Saturday and Sunday, Nov. 7 and 8, in order to conduct tests of the new Central Utility Plant. For more information on the outage, call Bob Piccinini at 476-8089.

Fall gift show

Empact! Presents© invites UCSF employees to the *3rd Annual Fall Gift Show,* on Thursday, Nov. 5, from 8 a.m. to 4 p.m., Millberry Gym, Parnassus. This is a chance to do your holiday shopping early and avoid the stress of a last-minute buying frenzy. For more information, call Empact! Presents© at 476-2675.

Photo opportunity

The Hospitals Auxiliary of the Medical Center at UCSF presents *Get into the Picture III,* the annual photo opportunity for families and individuals to be captured on film. Sittings with portrait photographer Wesley Wong will be offered now through Dec. 30.

A $200 photo session includes two 8x10 black and white custom photos, 35 4x6 prints and ownership of the negatives. This is a benefit for patients. For more information, call 476-4906.

Faculty development

The Office of the Vice Chancellor, Academic Affairs, hosts a faculty workshop on Thursday, Nov. 12, from 3:30 to 5:30 p.m. in the Millberry Union Conference Center. The program is intended to acquaint new and junior faculty with the campus and some of the resources available to them at UCSF. To reserve a space, please notify Academic Affairs at 476-1881 no later than Monday, Nov. 9.

Open enrollment meetings

UCSF employees have an opportunity to enroll or deenroll from University-sponsored medical, dental and vision plans during the open enrollment period, which runs from Monday, Nov. 2 through Monday, Nov. 23.

UCSF employees should have received their open enrollment benefits packet mailed to their home address. Those who have not received this information should call the Benefits Office at 476-4741 for a copy.

Meetings to discuss the benefits will be held at the following times and locations:

- Monday, Nov. 9, 10 a.m.-1:30 p.m., Millberry Union.
- Tuesday, Nov. 10, noon-1 p.m., 1-2 p.m., Medical Sciences Building, S 214.
- Wednesday, Nov. 11, noon-1 p.m., UCSF/Mount Zion, Hellman Conference Center.
- Thursday, Nov. 12, noon-1 p.m., Veterans Affairs Medical Center, Auditorium.
- Friday, Nov. 13, noon-1 p.m., Mission Center Building, Room 126.
- Monday, Nov. 16, San Francisco General Hospital Medical Center, Carr Auditorium.
- Tuesday, Nov. 17, 5-6 p.m., Medical Sciences Building, S 214.

For more information on the open enrollment process or the plans, visit the UC benefits information at the web page at (www.cuop.edu/bencom).